



18 November 1965

MEMORANDUM FOR: Deputy Director for Support**SUBJECT : Recruitment**

1. At the dinner for the University Associates last night I sat next to [redacted] and, as usual, found his comments sincere and constructive.

2. The one major point he made to me was that he felt we were making life difficult for the University Associates and missing a bet ourselves by not being interested in undergraduates. First, this limits the number of people who might come to our attention for consideration for Agency employment and obviously reduces his own field of activity considerably. More importantly, however, he felt that we are missing some of the best people by not bringing them into the Agency upon graduation with a bachelor's degree. He thinks that they need not go immediately into the Career Trainee Program and that they could be recruited if they were given some assurance that they could go into the Program later if their performance measured up. He felt quite strongly that many fine candidates have directed their careers toward other fields by the time they are twenty-five or twenty-six years old and will never again be available for an intelligence career.

3. I am sure this is not the first time many of us have heard this philosophy, but I do think it is worthy of our serious consideration.

L. K. White

L. K. White
Executive Director-Comptroller

cc: D/Personnel
D/Training

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